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NASA Procedural Requirements

COMPLIANCE IS MANDATORY

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Subject: NASA Employee Performance Communication System (EPCS) - Change 6 (10/29/10)

Responsible Office: Office of Human Capital Management

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CHAPTER 6. System Evaluation

6.1 The EPCS shall be evaluated periodically. Evaluations may include one or more of the following:

6.1.1 Review and analysis of the distribution of performance summary rating levels.

6.1.2 Review and analysis of performance awards based on performance during the appraisal period.

6.1.3 Employee and supervisor feedback, comments, and results from the Federal Human Capital Survey, Agency surveys, and other similar means when determined appropriate.

6.1.4 Center self-assessments and Agency human resources operations reviews. 6.2 Measurement outcomes shall ensure the following:

6.2.1 Employee performance plans are aligned with the organization's goals and objectives.

6.2.2 Performance elements and standards are focused on results and include credible measures.

6.2.3 Employees had an opportunity to provide input to their performance plans and appraisals.

6.2.4 Employees received meaningful feedback on their performance.

6.2.5 Employees' performance appraisals are perceived as fair and accurately reflect a

level of performance that is consistent across all organizations.

6.2.6 The EPCS makes meaningful distinctions in employees' performance.

6.2.7 The EPCS is integrated with and supports the Agency's Awards and Recognition Program.

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